

CODE OF ETHICS, POLICY ON CONFLICTS OF INTEREST AND COUNCIL PROCEDURES

ARTICLE I

CODE OF ETHICS

Members of the Nebraska Investment Council and NIC employees shall:

- Act with integrity, competence, dignity, and in an ethical manner when dealing with the participants, public, consultants, managers and fellow Council members and NIC employees.
- Strive to maintain and improve their competence.
- Use reasonable care and exercise independent professional judgment.

ARTICLE II

CONFLICTS OF INTEREST

DEFINITION OF A POTENTIAL CONFLICT Any Council member or NIC employee has a potential conflict of interest when the member or employee, in the discharge of his or her official duties, would be required to take an action or make any decision, or participate in a discussion of either, that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, or a campaign for an elective office he or she seeks, which is distinguishable from the effects of such action on the public generally, or a broad segment of the public.

DISCLOSURE OF A POTENTIAL CONFLICT Council members or NIC employees are required to file a Potential Conflict of Interest Statement (NADC Form C-2) whenever a potential conflict of interest arises. All Council members and NIC employees shall disclose to the full Council all items that involve entities doing business with the Council that must be disclosed by state statute when appropriate or at least annually.

DELIBERATIONS AND VOTING Any Council member or NIC employee who declares or has been found to have an actual conflict of interest by the Council shall be absent from any deliberations and shall not vote on the matter determined to be a conflict, and shall not take any action to influence the outcome of the matter.

GIFTS Council members and NIC employees should limit the acceptance of gratuities and/or gifts from entities doing business with the NIC. US\$100 is the maximum acceptable value for a gift or gratuity. This standard does not preclude customary, ordinary, business-related entertainment so long as its purpose is not to influence or reward members. Campaign contributions from entities (or employees thereof) doing business with the NIC may exceed the US\$100 maximum, but shall be regarded as a potential conflict of interest and shall be disclosed to the full Council.

Article III

COUNCIL PROCEDURES

COUNCIL MEETINGS The manner in which meetings are to be conducted shall be at the discretion of the Council.

COUNCIL CHAIR The Council Chair works with the State Investment Officer to plan the meeting agenda and conducts the meeting in the manner agreed to by the Council. The Chair may appoint Council members and others to committees or task forces with Council consent.

COUNCIL MEMBER AUTHORITY Individual Council members have no legal authority to act for the NIC. Individual Council members can exercise authority only by making decisions together.

COUNCIL AGENDA The Council meeting will run according to an agenda plan prepared by the Council Chair and the State Investment Officer. All Council members can request that issues be placed on the agenda by bringing those issues to the attention of the State Investment Officer or Council chair in writing no later than 14 days prior to the date the meeting is scheduled. The Council may modify the agenda to include items of an emergency nature only at its scheduled meeting.

COUNCIL SPOKESPERSON The Council may designate specific person(s) to speak on its behalf on a particular issue. When this designation is made, Council members shall refer the media and other parties to the Council's designee(s).

EXECUTIVE SESSION The Council may hold an executive (closed) session as provided by state law. Deliberations during executive session shall be confidential and any person attending an executive session shall refrain from disclosing outside of executive session any information discussed therein, except information that was already in the public domain or required to be disclosed by law or by order of a court of competent jurisdiction. The Council shall be empowered to review any alleged disclosure of confidential information, and any person deemed by the Council to have violated this confidentiality requirement shall be subject to such censure as may be imposed by the Council, including but not limited to public censure.